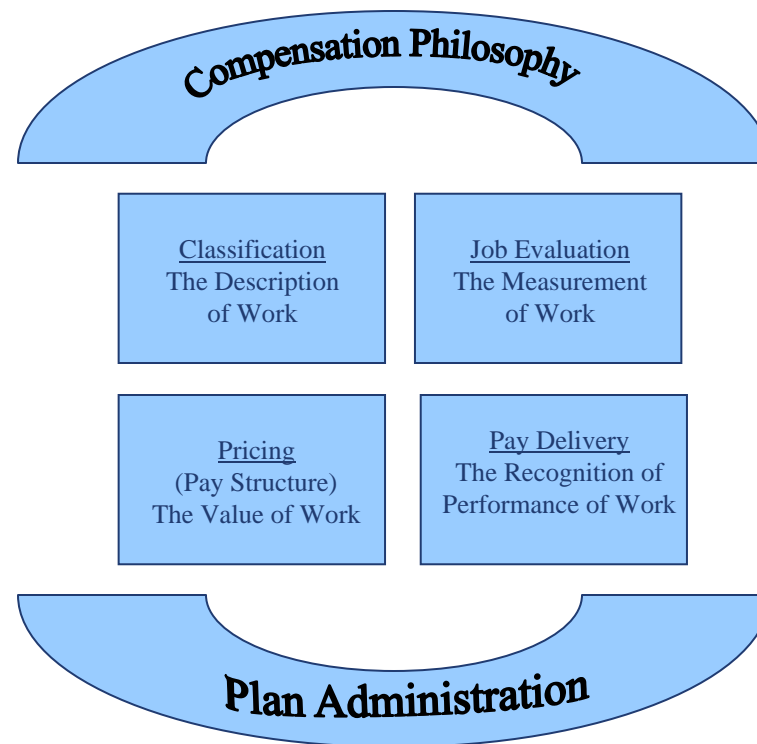


# State of Kansas The State Employee Compensation Oversight Commission



# State of Kansas

## The State Employee Compensation Oversight Commission (cont'd)

Plan Component	Current Plan
Compensation Philosophy	There is no statement of compensation philosophy in the current plan. Such a statement is being developed by the State Employee Pay Philosophy Task Force.
Classification – The Description of Work	The State was “ahead of its time” in reducing the number of classifications significantly in the project that was undertaken from 1986-1995. This resulted in a reduction from 1200-700 classifications. Today, there are just under 600 active classifications. The classification structure is sound in terms of the number of classifications and the job families. However, due to the limited funding for pay increases over the past 6 years, reclassification has become the “defacto compensation plan” and it is the opinion of DPS that as many as one third of classified employees may be misclassified. While not within the purview and timetable of the Commission, the issue of misclassification will need to be addressed.
Job Evaluation – The Measurement of Work	The State does not use a formal job evaluation methodology. Pay is established for positions based on market data and internal alignment for positions for which there is not market data is done on a relative whole job ranking basis.

# State of Kansas

## The State Employee Compensation Oversight Commission (cont'd)

Plan Component	Current Plan
Pricing – (Pay Structure) The Value of Work	<p>The current pay structure is simple in design and readily understandable. It has 34 pay grades, each with 13 steps. There is approximately 5% between grades and approximately 2.5% between steps within grades. Movement of the entire pay structure is referred to as a general movement or general increases.</p> <p>The means by which specific market issues are addressed for some classifications is to move those classifications to a higher pay grade.</p>
Pay Delivery – The recognition of Performance of Work	<p>Pay movement for an employee other than a general increase is time based and is delivered through a step movement. Performance must be at least satisfactory but there is evidence that a step movement for those eligible is “automatic”.</p> <p>New employees are typically hired at minimum (step 4). Give the recent study showing pay ranges to be less than competitive with market coupled with the lack of funding for step increases has led to a disconnect between time in position and step placement.</p> <p>It has also led to “the squeaky wheel gets the oil” syndrome where some occupational groups have been able to secure increases greater than the general employee population. Some of these increases have not been supportable based on data such as recruitment and retention, turnover or market rates of pay while others have definitely been supportable by market data.</p>

# State of Kansas

## The State Employee Compensation Oversight Commission (cont'd)

Plan Component	Current Plan
Plan Administration	<p>The current plan appropriately places significant delegated authority in the position of the Director of the Department of Personnel for ensuring the consistent management and administration of the plan on a Statewide basis for classified employees. In addition, it delegates authority to Department Heads for the consistent management and administration of the plan within their Departments. However, as noted in the last paragraph of the above component, the “squeaky wheel gets the oil” syndrome has led to some inconsistencies in plan administration and pressure to make classifications unclassified.</p> <p>Having a single pay structure does place “restrictions” on the ability to establish pay ranges for positions for which there is a genuine pay premium in the market.</p>